

# **R.H. Flowers Scholars**

**First-Year Program Handbook  
2019–2020**

**Multicultural Student Programs**



## **Contact Information**

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## **Student Leaders**

### **Martin Mentors**

Ricky Hoerl

Christina Perez

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### **R.H. Flowers Mentors**

Kasey Caras

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Matt Colon

Mina Diep

Bev Encontrias

Kyle Foy

Anita Garber

Brithney Gonzalez

Emily Gourley

Amanda Issis

Symone James

Rosey Jones

Lilly Kazee

Anna Mayo

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Mica Nieves

Tina Perez

Daniel Sison

Ellissa Slader

Bree Slocum

Kendra Sommers

AJ Swanson

Kate Thompson

Lily Velazco

Emma Workman

## **Purpose of the R.H. Flowers Scholars Program**

The R.H. Flowers Scholars Program exists to foster awareness of domestic racial matters and ethnic identity development in program participants to better prepare them for reconciliation work in the church and society.

## **Program Goals**

R.H. Flowers Scholars will:

- Be better prepared to engage successfully in college-related activities, both curricular and co-curricular.
- Receive one-on-one peer guidance on how to manage college expectations, social life and diversity in our community.
- Be connected to at least one upperclass student.
- Be more connected to Multicultural Student Programs, seeing it as a resource.

## **General Scholarship Requirements**

- Students who receive a Multicultural Scholarship must maintain at least a cumulative 2.5 GPA in their first year and at least a cumulative 3.0 GPA in subsequent years.
- The scholarships renewable for up to eight semester at Messiah College.
- Students will be expected to respect the Messiah College community covenant and maintain good standing with the college by not being placed on academic or disciplinary probation or suspension.

## **Program Requirements**

All first-year RH Flowers scholars will:

- Be strongly encouraged to attend Multicultural Student Orientation in August.
- Attend educator-led sixer chapel series in the fall semester.
- Meet individually with a peer mentor twice each semester at a minimum (or four times during the first year).

## **Additional Requirements to earn a Multicultural Scholar Cord**

A student must decide to work toward the scholar cord by the start of the second semester in order to complete the following requirements continually until graduation.

- Be involved in leadership through the Agapé Center, Collaboratory, Student Ministries, The Loft, SAB, SGA, as a Multicultural scholarships mentor, resident assistant, Multicultural Council leader, Humanities Student Fellow or other approved position.
- Meet once a year with the Assistant Director of Multicultural Student Programs.
- Attend two approved diversity events per semester.

## **Summary Reports**

- During your first year you are required to submit a summary report each semester evaluating your peer mentoring relationship to the Assistant Director of Multicultural Student Programs by way of Canvas in order to receive “credit” for the experience.

- We also ask that you complete the RH Flowers chapel evaluation once the series ends in December.
- If you are planning to earn Multicultural Scholar Cords, starting the second semester it is your responsibility to submit two one-paragraph summary reports highlighting two diversity events you attend.
- Scholars that wish to earn cords have an additional report stating the leadership position you have acquired for the following year.

## **Policies**

***Participation:*** Active, informed participation is absolutely essential. Meaningful participation involves careful preparation, consistent verbal contributions, and respectful listening. As we will discover together, engaging ideas and experiences in a supportive, collaborative learning environment is a great foundation for the kinds of collaborative work you will do as leaders at Messiah.

***Attendance:*** You are expected to arrive to events and group meetings on time and stay for the full duration. **Attendance is required at all meetings and events outlined for your cohort in this handbook.** Remember that full participation in the program is required to maintain your scholarship. Therefore, unless there are exceptional circumstances (e.g., protracted, documented illness), you may not miss any of the program events. If you are experiencing significant, unavoidable circumstances that may cause you to miss a scheduled event, please notify the Assistant Director of Multicultural Student Programs as soon as you are able. You may be required to complete additional work to make up for your absence.

That said, please advise the facilitators of any known conflicts in advance and in writing, including athletic events and performances. If you expect to have an absence due to special circumstances (e.g., a scheduled athletic event in which you are an athlete), please notify the Assistant Director of Multicultural Student Programs within the first week of the term.

***Comportment:*** Please leave your cell phones off and your laptops (and other electronic devices) in their cases, unless otherwise instructed. Practice respect for your facilitators, guest speakers and classmates: no sleeping, no Facebook, no texting, and no otherwise disruptive or distracting behavior. If you fail to behave in an appropriate manner, you will be considered as not fully participating in the program. In extreme cases, you may be asked you to leave the session.

***Inclusive Language:*** Please carefully review Messiah’s Statement on Inclusive Language in the Messiah College Student Handbook. Particularly in a program like this, where we are paying attention to the dynamics of social and historical categories such as race, gender, class, religion, etc., it is crucial that we remember that, “language, as a means of signifying and communicating, is not static or value-free.”

***“Stuff” happens:*** Things happen in life. And when “stuff” happens, please let the Assistant Director of Multicultural Student Programs know as soon as humanly possible. If you have something going on in your life, we can try to help you, but if you don’t tell us, we won’t know and you will be penalized.

### **Academic Difficulty**

If a student is deemed to be in academic difficulty by being either at risk of failing one or more courses or earning a GPA lower than required to maintain the scholarship or if a professor issues an Academic Update that indicates that the student is struggling in a course, the student will meet with the Assistant Director of Multicultural Student Programs to identify a plan for success specific to you. Strategies may include, but are not limited to:

- Meet biweekly with the Assistant Director or another educator mentor
- Attend study hall sessions
- Use other academic resources on campus on a regular basis

### **Grade Point Average Review**

As previously stated, recipients of a Multicultural Scholarship must maintain a minimum GPA in each year that they receive the scholarship in order to continue to receive the scholarship for the next year. The minimum GPA is 2.5 for the first year and 3.0 each year thereafter.

The criterion for continuance of this scholarship is based on either a yearly GPA or your cumulative GPA. In other words, if either your cumulative GPA or your GPA for the two semesters of the most recently completed academic year meet the minimum for your scholarship, you will continue to receive the scholarship for the next academic year.

If you do not meet either of the above GPA criteria, you will receive a probationary semester during which you will continue to receive the scholarship and can attempt to increase your GPA. At the end of the probationary semester, if you meet either the cumulative GPA criterion, or if your GPA for the past three semesters (the probationary semester and the two semesters during which you failed to re-qualify) is up to the requirement for your grade level, you will continue to receive the scholarship for the semester following the probation and will continue to receive it as long as you continue to meet the requirements.

You will receive only one GPA probationary semester during your time at Messiah College. If you fail to re-qualify after the probationary period, you will lose your scholarship, with no opportunity to regain it in the future. If you re-qualify after the probationary period, but fail to re-qualify at any time in the future under either criterion in the above paragraph, you will lose your scholarship, with no opportunity to regain it in the future.

A student may appeal the decision to discontinue the scholarship based on GPA requirements by writing a letter to the Director of Financial Aid.

### **ADA STATEMENT (Americans with Disabilities Act)**

Messiah College welcomes students with disabilities to participate in all of its courses, programs, services and activities. If you have a documented disability and are requesting accommodations, please:

- 1) Contact Amy Slody, Director of the Academic Success Center, in Murray Library 115C, by phone (717-796-7258) or email [aslody@messiah.edu](mailto:aslody@messiah.edu). If your documentation meets the college's documentation guidelines, you will be given a letter from the Office of Disability Services for your professors.
- 2) As early as possible in the year, set up an appointment to meet with the Assistant Director of Multicultural Student Programs. During this meeting, we will discuss the academic adjustments specified in your accommodations letter as they pertain to this program. Please note accommodations are not granted in a retroactive fashion.

**Finally**

We look forward to working with you! Never hesitate to ask questions. We also welcome feedback and suggestions about what can be done to help you get the most out of your experience in this program.

**Requirements Check List – First Year**

<b>Fall requirements</b>	<b>Date completed</b>	<b>Details/Notes</b>
Fall peer mentor meeting 1		
Fall peer mentor meeting 2		
Submit peer mentor report on Canvas after 2 meetings		
Attend Thursday RH Flowers chapel series bi-weekly		
Submit chapel evaluation on Canvas after last chapel		

<b>Spring requirements</b>	<b>Date completed</b>	<b>Details/Notes</b>
Spring peer mentor meeting 1		
Spring peer mentor meeting 2		
Submit peer mentor report on Canvas after 2 meetings		

**Additional requirements to earn a Multicultural Scholar Cord – First Year Spring**

	<b>Date completed</b>	<b>Details/Notes</b>
30-minute check-in with Assistant Director		
Submit acquired leadership position report		
Submit spring event report 1 on Canvas		
Submit spring event report 2 on Canvas		

## First-Year R.H. Flowers Calendar 2019-2020

(subject to change)

### Fall

<b>Fri., Aug. 30, 2-3 p.m., Union (Move-in Day)</b>	Mentor Connection & Multicultural Scholarship Programs (MCSP) Information Session
<b>Sat., Aug. 31, 12-2 p.m., Boyer Howe Atrium &amp; Patio</b>	Multicultural Programs Welcome Picnic
<b>Thur. Sept 12, 26, Oct 17,31 Nov 14, Dec 5</b>	Chapel Series A
<b>Thur. Sept 19, Oct 3,24, Nov 7, 21, Dec 12</b>	Chapel Series B
<b>December TBD, Orchard Hill</b>	ICO Christmas Party with President Phipps

### Spring

**Scholars who plan to work toward the Multicultural Scholar cord should 1) schedule a check-in meeting with the Assistant Director, 2) secure a leadership position and 3) begin to attend approved diversity events this semester and continue through graduation.**

<b>Sun March 8<sup>th</sup></b>	International Gala (First year participants & leaders are supplied tickets at a discounted price. Watch for an email with the details.)
<b>April TBD, 5-6:30 p.m., Martin Commons</b>	ICO Celebration Dinner